

PSYCHOLOGY PREDOCTORAL INTERNSHIP

FEDERAL MEDICAL CENTER

Rochester, Minnesota

The Federal Medical Center (FMC) in Rochester, Minnesota, is an administrative facility of the Bureau of Prisons housing approximately 850 adult male offenders. FMC Rochester serves the Bureau of Prisons as a major psychiatric and medical referral/treatment center for federal inmates, as well as providing specified forensic evaluations for court referrals. Approximately 60% of the population is comprised of inmates in need of mental health and medical/surgical services. The other 40% is comprised of Work Cadre, or General Population, inmates designated to FMC for service of their sentences and to provide the varied services (laundry, nursing attendants, food service, landscape, plumbing, housekeeping, etc.) that support the institution's primary missions. FMC receives inmates from throughout the United States, and the inmate population represents a wide diversity of races, ethnic groups, and nationalities. Given the diversity of the population, service provision at FMC is always approached from a perspective that accommodates cultural awareness and sensitivity.



FMC Rochester provides a safe, secure, and humane environment for those individuals remanded to its custody. FMC staff members recognize that deterrence, rehabilitation, and treatment are all valid purposes for confinement. Opportunities for positive change are provided through work, education, occupational training, and counseling for inmates motivated for self-improvement. A variety of educational programs are available for the inmates, including Adult Basic Education, GED, computer literacy, English as a Second Language, adult continuing education, and correspondence college courses. Inmate vocational apprenticeship training programs are available. A variety of mental health, counseling, and self-help programs exist for inmates living throughout the institution, including in the Mental Health, Medical/Surgical, and Work Cadre (General Population) units.

MISSION STATEMENT

The goals and mission of the Psychology Department at FMC Rochester complement and broaden the goals of the institution as a whole and include:

- Provision of a safe, secure, and humane environment for inmates and staff;
- Development and implementation of efficient systems for providing quality medical, surgical, psychological, and psychiatric care, both preventive and therapeutic; and
- Provision of a diversity of services, programs, and activities beneficial to both the individual inmate and the institution.

The operation of the Psychology Department at FMC Rochester is based on the belief that optimum intervention as well as optimum human functioning occur in a safe, humane, and dignified environment. Services to inmates are provided in the context of normalization; capable patients are encouraged to work, improve their educational and vocational skills, and participate in the FMC community at large. Psychologists also interact with the entire institution in terms of providing employee assistance services, consulting on the medical units, participating on committees, membership on Hostage Negotiation Teams, and providing a variety of teaching/training programs for staff.

Goals in Psychology Training:

- Provision of a safe and supportive learning environment that allows interns to develop and deepen skills related to professional psychology;
- Programming that provides opportunities to learn new information in the context of the ethical practice of psychology, as well as the trainees' specific career goals;
- Selection from rotations and skill building experiences to ensure development of trainees into well rounded, competent psychologists;
- Emphasis on integrating cultural diversity into didactic learning and provision of clinical services.

Psychology Training Model at FMC Rochester

Psychology training and service delivery in a medical center serving the Bureau of Prisons (BOP) provide unique opportunities for the beginning psychologist to develop skills. A generalist correctional practitioner model underlies the goals of psychology training at FMC Rochester. Using staff and intern training and access to research as a starting point, trainees are supervised in their service delivery to an inmate population rich in diversity including: cultural and ethnic background, age, medical status, education level, motivation/interest in obtaining assistance, and presenting complaints that vary from major mental illness to coping with life difficulties.

Trainees can develop specific areas of interest such as forensics, or substance abuse treatment while moving through the training rotations. They will have the opportunity to engage in a variety of correctional psychology experiences, including: managing the mentally ill offender as part of a multidisciplinary team; assisting the inmate and institutional team for those living with medical illness while incarcerated, assessment of the pretrial or convicted inmate, which includes concerns about appropriate use of psychological testing with a culturally, linguistically, and educationally diverse population; assessment of malingering; and service provision to the “typical” incarcerated individual, which includes life adjustment, psychoeducational skill building, and crisis management.

DESCRIPTION OF INTERNSHIP

FMC Rochester is a medical/mental health facility providing quality care within a correctional environment. The predoctoral interns receive a significant amount of support in their first month on site, and the first weeks are spent orienting them to psychology in the correctional setting.

1. Prior to departmental orientation, interns participate in a two week Institutional Familiarization (IF) training that is required of all full-time BOP employees. This training is focused on providing knowledge and skills useful for appropriate functioning and safety in a correctional setting and includes areas such as personal and institution safety, key control, communication, inmate management and disciplinary procedures, and institutional procedures. Information on staff support programs such as the Wellness Center and Employee Assistance Program is also available during this time. Psychology staff are involved in this IF training, providing general overviews on areas such as suicide prevention and employee assistance.
2. Departmental orientation includes a review of: the range of psychology services provided at the FMC, rotational objectives, training/supervision schedule, observation of multidisciplinary rounds, forensic psychology issues and concerns, ethics and confidentiality in the correctional setting, and the suicide prevention program.
3. Each clinical rotation provides orientation and training accomplished via supervision, observation, and readings. Rotations include: Inpatient Mental Health, Diagnostic and Assessment Service, Forensic Service, Drug Abuse Treatment/Work Cadre, and Outpatient Community Mental Health. Psychologists are assigned to all rotations and act as supervisors for interns on all units. Two of the rotations listed above are mandatory for all interns; these are the Inpatient Mental Health and Diagnostic and Assessment Service rotations.

Psychology Services

Currently the Psychology Service at FMC has six psychologists and one postdoctoral fellow. All staff are full-time, doctoral level, licensed psychologists. Interns and staff have clerical support supplied by three Mental Health Services secretaries, who are assigned to specific staff and interns. All Psychology and Psychiatry staff have offices near the housing units of the inmates they serve.

Psychologists have available to them a variety of psychological and neuropsychological testing materials. Computers have been designated for intern use. Onsite scoring of psychological tests,

including MMPI-2, MCMI III, and RIAP3, is available. Interns and staff have access to both a medical and a psychology/psychiatry library at FMC and a local university; access to the Mayo Medical Library can be arranged as well. The online data base Medline is available and interns have Internet capabilities through the Psychology department.

TRAINING ACTIVITIES

Assessment

Psychology interns receive supervised experience on the full range of psychological assessment instruments and techniques including: mental status examination, clinical interview, forensic evaluation, intellectual assessment, and objective personality testing. Interns will learn to integrate test interpretations and behavioral observations in writing reports in response to clinical as well as forensic questions. Special attention is paid to the assessment of suicidal ideation and dangerousness, both of great concern in a correctional environment. Interns will participate in general screening evaluations of inmates as well as immediate evaluations of inmates in suicidal or psychotic crisis.

As the intern becomes more comfortable with the role of a psychologist in the correctional setting, assessment experiences can often be individualized and focused on the intern's areas of interest or special needs. These areas include substance abuse, forensic evaluation, and medical/consultation assessments.

Treatment

Interns have the opportunity to provide short and long term individual psychotherapy and supportive counseling addressing a wide variety of clinical concerns; need for treatment may be identified by the staff or the inmate. Group therapy experience is also readily available.

Additional areas of experience include medical consultation/liaison, working with persons who are HIV positive, psychopharmacology, staff teaching/training, crisis management, and stress management/relaxation.

Staff approaches to psychotherapy include cognitive-behavioral, behavioral, social learning, and psychodynamic. An interdisciplinary, team approach allows interns to learn from the perspective of other professions, as well as practice building collegial relationships with non-psychologists.

Didactic Training

Ongoing didactic training is available both in-house and via an arrangement with the Mayo Clinic Department of Psychiatry and Psychology. Interns are required to attend the weekly psychiatry/psychology grand rounds at the Mayo Clinic, a local training resource with an international reputation.

Multidisciplinary training opportunities include a weekly mental health staff meeting for which the focus is divided between clinical and administrative concerns. Case conferences are held, utilizing staff and visiting consultant expertise to discuss diagnosis and management concerns of difficult cases. Resources from other departments at FMC are utilized in providing focused seminars on topics such as psychopharmacology, expert witness testimony, and psychiatry/psychology within a forensic setting. Interns are also required to attend a weekly group supervision meeting that provides general supervision and informal didactic training. A year long schedule of didactic programming is provided specifically to meet the training needs of the predoctoral interns.

Attendance at outside workshops is encouraged and departmental funding is available as well as training leave. Again, the Mayo Clinic serves as an important local resource. A broad range of training opportunities is also available to interns in the twin cities of Minneapolis/St. Paul, a 90-minute drive from FMC. State organizations such as the Minnesota Psychological Association have assisted in bringing a variety of professional training opportunities to Rochester.

CLINICAL ROTATIONS

The internship year is divided into three four-month rotation periods. As mentioned previously, two rotations (Inpatient Mental Health and Diagnostic and Assessment Service) are mandatory and must be completed by all interns. The third rotation is considered to be an elective and is chosen by the individual intern. For the elective rotation, an intern may choose either the Forensic or Drug Abuse Treatment/Work Cadre rotations. The sequence of the three rotations for each intern is negotiated at the beginning of the training year. Rotation opportunities are described below:

Inpatient Mental Health

Interns on this rotation become part of a multidisciplinary evaluation and treatment team that provides services to a maximum of 70 patients with serious acute or chronic mental illnesses. These patients have been voluntarily admitted or involuntarily committed for mental health treatment and are provided with an array of treatment services, including individual and group therapy, pharmacological treatment, recreational and work therapy, and educational classes. Interns perform psychological evaluations, prepare reports, carry an individual caseload, conduct crisis intervention, co-lead therapy groups, and participate as members of the treatment planning team. Dr. Dan Carlson provides supervision for this rotation.

Diagnostic and Assessment Service (D & A)

Interns on this rotation provide diagnostic testing and consultation services for patients referred by physicians and psychologists working in a variety of settings throughout FMC. Referrals may address a variety of issues, and often include behavioral, cognitive, and emotional questions about inmates being treated in the Medical/Surgical or Mental Health units. Interns perform psychological assessments, including intellectual and personality evaluations, and prepare written reports. Many of the referrals for assessment will originate in the Medical/Surgical Unit. While assigned to this

rotation, interns will spend half a day per week observing neuropsychological testing at the Mayo Clinic under the supervision of Mayo staff. Dr. Steve Norton provides supervision for this rotation.

Forensic Service

Interns on this rotation become part of a team that provides multidisciplinary evaluation and voluntary treatment services to patients referred from the Federal Courts specifically for evaluation to determine: competency to stand trial, criminal responsibility, pre-sentencing options/needs, and dangerousness. Interns participate in interviews, learn to use specialized forensic assessment methods and instruments, prepare reports, and observe court testimony when possible. The supervisor for this rotation is Dr. Christine Scronce.

Drug Abuse Treatment/Work Cadre

Interns on this rotation become part of the evaluation and treatment team of a nonresidential drug abuse treatment program that provides services to the inmate population. Interns perform psychological evaluations and initial interviews, carry an individual caseload, co-lead therapy and educational groups, and participate as members of the treatment planning team. The intern will also receive training in providing screening, evaluation, and treatment services to Work Cadre inmates. The supervisor for this rotation is Dr. Amy Hamilton.

CROSS-ROTATIONAL REQUIREMENTS

In addition to the responsibilities assigned in the three rotations, interns will be expected to perform the following cross-rotational duties. The activities listed below will last throughout the entire internship year:

Outpatient Community Rotation

Psychology interns will work one day per week at a community placement for the entire year. This will allow the interns exposure to a wider variety of patients, in terms of gender, age, and family involvement, than is available at FMC Rochester. Outpatient community placements are at Olmsted Medical Center and Zumbro Valley Mental Health Center.

Long-Term Individual Therapy Cases

Each intern carries at least two to five long-term inpatient or outpatient cases during the year. For these cases, interns act as primary clinician and are responsible for coordinating all aspects of evaluation and treatment of assigned patients. In this capacity, the intern works with the multidisciplinary treatment team regarding treatment planning and case management. Supervision is provided by the clinician directly responsible for the case.

PSYCHOLOGY STAFF

Tucker Johnson, Ph.D.

Chief Psychologist. Dr. Johnson graduated in 1989 from the University of Alabama at Tuscaloosa in Clinical Psychology. She has been employed by the BOP for 13 years, working at several BOP facilities after completing her predoctoral internship at FCI Butner in 1987. Dr. Johnson's primary areas of interest are correctional and forensic psychology and suicide prevention.

Steven Norton, Ph.D.

Director of Clinical Training. Dr. Norton graduated in 1990 from the University of Denver in Counseling Psychology. He has worked in the BOP for a total of 10 years, completing a predoctoral internship at the United States Medical Center for Federal Prisons at Springfield, Missouri, prior to coming to the FMC. His primary areas of interest are treatment of mentally disordered offenders, psychological assessment, prediction of dangerousness, and ethical issues in correctional psychology. Dr. Norton serves as a supervisor on the Diagnostic and Assessment rotation, as well as in his capacity as Director of Psychology Training.

Daniel Carlson, Psy.D.

Staff Psychologist. Dr. Carlson graduated in 1991 from the Wisconsin School of Professional Psychology in Clinical Psychology. FMC Rochester is his first BOP institution, which he joined after spending several years in private practice. His primary areas of interest include mental abilities, personality disorders, behavior modification, and detection of malingering. Dr. Carlson supervises interns on the Inpatient Mental Health rotation.

Amy Hamilton, Ph.D.

Drug Abuse Program Coordinator. Dr. Hamilton obtained her degree in Psychology from Miami University in 1992. Prior to joining the BOP, she worked for the Ohio Department of Corrections. Dr. Hamilton's primary areas of interest include working with violent offenders and survivors of sexual abuse. She supervises interns on the Drug Abuse Treatment/Work Cadre Unit rotation.

John Imp, Ph.D.

Staff Psychologist. Dr. Imp graduated in 1976 from Marquette University in Educational Psychology. He has been employed by the BOP for 21 years, working at FCI Alderson and FCI Oxford prior to coming to FMC. His primary interests are in cognitive-behavioral approaches to stress management, bibliotherapy, and structured groups. Dr. Imp works primarily with Work Cadre and Medical/Surgical Unit inmates.

Christine Scronce, Ph.D.

Director of Forensics. Dr. Scronce graduated from Southern Illinois University in 1993 with a degree in Clinical Psychology. She completed her predoctoral internship and a forensic postdoctoral fellowship at the United States Medical Center for Federal Prisoners in Springfield, Missouri. She then worked at FCI, Pekin, Illinois, as Drug Abuse Program Coordinator before coming to the FMC. Her areas of interest include assessment of malingering and risk assessment of violent behavior. She supervises interns on the forensic rotation.

COMPENSATION AND BENEFIT PACKAGE

Interns accepted for the 2000-2001 training year will receive the following compensation and benefits: a stipend of approximately \$27,000; vacation and sick leave earned every pay period, with a total of 11 days in each category per year; liability coverage for on site professional activities; time for research activities (amount subject to negotiation); and limited authorized leave time for training.

The BOP places an emphasis on quality training of psychologists in the correctional setting in part because of the growing need for psychologists with the skills and commitment to work in corrections. Staff psychology positions may be available due to the current expansion of correctional facilities. New psychology staff have a wide variety of choice in terms of geographic location and type of correctional facility (security levels from minimum to administrative maximum) when considering job possibilities. Additional information on the Bureau of Prisons and psychology training within the Bureau can be found at the web site: www.BOP.GOV

APPLICATION PROCEDURES

The psychology internship positions are open to all students enrolled in doctoral programs in clinical and counseling psychology. Preference will be given to applicants from APA approved programs. In order to be considered internship eligible, students must have successfully completed all doctoral course work prior to beginning the internship. Applicants must have completed practicum hours and have a letter from their director of training describing them as internship eligible. A personal interview is an important part of the selection process for both the intern and the site, and is encouraged.

The Bureau of Prisons is an equal opportunity employer and encourages the application of women and minority students. Also, all BOP positions are considered "sensitive." Applicants must be US citizens and must successfully complete a security clearance procedure that includes personnel interviews, background investigation, physical, and urine analysis drug screen. Offers are contingent on security clearance, and prospective candidates may be asked to complete this portion of the interview process prior to the Association of Psychology Postdoctoral and Internship Centers (APPIC) match date. Personnel interviews may occur at any BOP facility to make it easier on those applicants who cannot travel long distances due to time or financial constraints. In accordance with PL100-238, applicants for regular staff positions must be under the age of 37 (with waiver to 39 possible) at the time of initial appointment. While this age requirement does not apply to interns, anyone who pursues a regular BOP staff appointment must meet the age requirements. Successful completion of the internship does not guarantee employment by the BOP.

As applications arrive, they are evaluated and ranked by psychology staff. Prospective candidates may be invited for a telephone or personal interview. Interviews will generally be held in December and January. All offers will be made in accordance with APPIC policy. This internship site agrees to abide by the APPIC policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant prior to Uniform Notification Day.

THE DEADLINE FOR COMPLETED APPLICATION FORMS IS NOVEMBER 15

Internship Application Packet Includes:

- ▶ Optional Form - 306 “Declaration For Federal Employment.”
- ▶ APPIC Internship Form.
- ▶ A current curriculum vitae that lists relevant clinical and academic experience.
- ▶ Official transcripts of all graduate and undergraduate work mailed by the academic institution directly to the Psychology Department at FMC.
- ▶ Letters of recommendation from three sources who are familiar with the applicant’s work as a psychologist trainee and personal qualifications.
- ▶ A copy of a psychological assessment report on an adult completed by the applicant.
- ▶ Verification of Internship Eligibility and Readiness (APPIC) form.

All materials should be sent to :

**Steven C. Norton Ph.D.
Director of Psychology Training
Federal Medical Center
2110 East Center Street
Rochester, MN 55904**